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Tab B

SOURCES OF QUESTIONS

1. Training Bulletin Number 3, 6 March 1953, "Address of the Vice President of the United States, the Honorable Richard Nixon."
2. Facts For Members of the Personnel Career Service. July 1953.
3. Your Job in the Central Intelligence Agency. July 1952.
4. Excerpts from Minutes of DCI Staff Conferences, (9 July 1951; 17 September 1951; 10 December 1951; 17 December 1951; 21 January 1952; 26 May 1952; 2 June 1952; 11 August 1952; and 27 October 1952.
5. "What a CIA Career Means to You," Notes by Lyman B. Kirkpatrick, Chairman, CIA Career Service Board.
6. Career Service Letter No. 1, 10 July 1953.
7. Training Bulletin Number 6, 4 June 1953, "Remarks of Lt. General Charles P. Cabell, USAF."
8. Training Bulletin Number 4, 13 March 1953, "Remarks of General Walter Bedell Smith".
9. Training Bulletin Number 5, 31 March 1953, "Remarks of Allen W. Dulles."
10. Oral statements of Executive Secretary, Incentive Awards Committee.

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5 August 1953

CIA CAREER SERVICE - ROTATION

1. What is the definition of rotation?
2. Is rotation primarily training? A. A careerist may be rotated out of his parent office into a training assignment, such as residence at a college or university. However, on the job rotation would normally be designed both to broaden the rotatee's experience in his field and to get a job done in the unit which the rotatee joins.
3. Is rotation available both to careerists and to noncareer employees?
4. What is the length of time of a rotation assignment?
5. Are there any grade limitations affecting rotation?
6. Will the rotatee return to the old job that he left, or to a new job on completing his rotation assignment?
7. Who determines rotation?
8. Can and will a rotatee be promoted while on rotation assignment? - How?
9. Can a person be rotated more than once?
10. Will careerists be rotated into other Government agencies?

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CIA CAREER SERVICE - MILITARY RESERVISTS

1. May a CIA careerist belong to a military reserve unit?
2. Will CIA assist such a reservist in keeping up his military training, both through inactive and active duty assignments?
3. Will a mobilization designation in a unit outside of CIA hamper the careerist's advancement in the Agency.
4. Can CIA order a reservist to active military duty against the reservist's wishes?
5. In general, is membership in the reserves a benefit or a detriment to the CIA careerist?

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CIA CAREER SERVICE - WORKING CONDITIONS

1. Is one of the aims of the CIA Career Service to improve physical working conditions in the Agency?
2. Will working conditions be different for careerists as compared with those who are noncareerists?
3. Will working conditions for CIA people overseas be different from those of other Government agencies, say State Department?
4. Is the Career Board participating or <sup>will it</sup> ~~to~~ participate in arrangements for a new CIA building?
5. Does "working conditions" embrace such things as medical service, informational briefings, shuttle bus and motor pool service, career service, etc?

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CIA CAREER SERVICE - WOMEN

1. <sup>women</sup> Are discriminated against in CIA career services?
2. Will special attention be given to women's careers to avoid discrimination?
3. Is there a woman member of the CIA Career Board?
4. Do individual office boards provide that at least one member shall be a woman? A. The ORR office board does so provide regarding one of its rotating members.
5. What is the policy regarding the use of women in supervisory positions?
6. Can a woman expect to attain the top grades, GS-14, GS-15, and super grades?
7. Are the<sup>re</sup> limitations as to the type of training and rotation given to women?

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CIA CAREER SERVICE - TENURE AND SEPARATION

1. What is meant by tenure?
2. Does the careerist have an advantage over the noncareerist from the standpoint of tenure?
3. Under what conditions may a careerist be separated from
  - a. the career service?
  - b. the Agency?
4. Is the CIA careerist in a better position tenure-wise than a careerist in some other Government agency? Industry? In the academic world?
5. Barring security and wrongdoing, is a careerist ensured tenure after he has been with the agency in a career status for a certain number of years, or has reached a certain grade level, or has otherwise proven himself?
6. If an individual transfers into CIA from an agency where tenure is virtually guaranteed, does he bring this guarantee with him, and will it be honored, in turn, by CIA?

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CIA CAREER SERVICE - DEPENDENTS

1. Does the Career Board recognize that the Agency is in direct competition with other Government agencies, the military, etc., for the best people? If so, is it planned to meet the dependency benefits given elsewhere in the Government?
2. Are the dependents of headquarters careerists treated differently from the dependents of overseas employees?
3. Does the policy still exist under which a job will be found in the Agency for the widow of an employee (careerist)?
4. Is there any plan for life insurance for careerists?
5. Will dependents of careerists be given the same type of medical care as is now given to the dependents of military personnel?
6. Are careerists' children given or to be given any special consideration when they are ready to start work?
7. Do CIA careerists' dependents get a better deal in the event the careerist is moved, either locally or overseas?

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CIA CAREER SERVICE - FUTURE OF CIA

1. ~~How~~ <sup>Will</sup> it be expected that career plans laid now will continue through the years to come?
2. To what extent will Administration changes through politics affect the CIA Career Service?
3. Will adequate laws be enacted to ensure the future of both the Agency and its Career Service?
4. Will the future bring about a bigger and better CIA through centralization or smaller CIA through decentralization back to the individual services?
5. In the event CIA is decreased in size or eliminated, what chances will CIA careerists have in getting placed elsewhere?
6. Is development and training in CIA of any value in any other line of work?
7. Will CIA continue to use key people who leave the Agency as consultants?
8. Will Career Service in the Agency develop into a high degree of specialization in an individual field?
9. Will the concept of the Executive Registry be set up and operated?
10. Will the policy in the Agency be to fill key jobs from within, or will the effort be to inject new blood?
11. If it ever develops that the intake of new people slackens off, will training facilities be broadened to devote more time to careerists than on the job?
12. Is the Career Board's aim to develop a career program that meets and is equal to programs elsewhere, or to go further and develop one that is much better than existing programs?
13. What will the Agency do from the career standpoint when T/O's are full and there are no more promotions?

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TRAINING

Am I required to take formal training in CIA before I begin my job?

Who decides what my training will be?

Is training outside of CIA available to me?

What will happen to me if my marks are poor in training?

What is the purpose of CIA training?

Is there such a thing as on-the-job training in CIA?

Do all CIA employees receive the same training?

COVER

What is meant by the term "cover"?

Are all CIA employees under the same cover?

What should I tell my family about my new job with CIA?

What should I tell my friends and other acquaintances about my job in CIA?

If I am in a job which requires me not to reveal my CIA connections, how can I establish credit in Washington?

To whom may I go for advice and guidance concerning cover problems?

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EFFICIENCY

Will somebody write the efficiency reports on me while I work for CIA?

Who will judge my efficiency?

Will my future in CIA, including promotions and reassignments, depend upon the result of efficiency reports?

What is a personnel evaluation report?

Who makes it out?

Will I see personnel evaluation reports written about me?

Will a bad personnel evaluation report prevent my promotion or reassignment to another job?

What is the purpose of the personnel evaluation report?

Do all CIA employees get the same treatment with regard to efficiency reports?

With regard to personnel evaluation reports?

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SECURITY AND SECURITY CLEARANCES

Do all CIA employees receive a security clearance?

Do all CIA employees receive the same degree of security clearance?

What is meant by a security clearance?

Once I am cleared, am I entitled to access to all information in CIA?

What is meant by "the need to know"?

How do I know whether or not another person with whom I am dealing  
has the required clearance for a certain piece of information?

To whom should I report a security violation if I become aware of one?

What will happen to me if I commit a security violation?

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SELECTION AND PROBATION

How are people selected for the CIA Career Service?

Having once been selected, am I a permanent member of the CIA Career Service?

Do I become a member of the CIA Career Service as soon as I enter on duty?

What is meant by the term "provisional period"?

How long is the provisional period for each job?

At the end of my provisional period, who decides whether I should become a member of the Career Service or not?

To whom can I appeal the decision if I disagree with it?

What happens to me if it is decided that I cannot become a member of the Career Service?

Do I remain with CIA in another status or will I be separated?

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INSPECTOR GENERAL

What is the job of the Inspector General of CIA?

Can anyone see him at any time?

How am I protected if I go to the Inspector General with something  
and it annoys my immediate supervisor?

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DEPENDENTS

Will CIA take care of my dependents if something happens to me?

Is this true only outside the United States or also when I am on duty in the United States?

Will CIA take care of my wife if she gets sick while we are overseas?

Will CIA always send my family with me when they send me off on a foreign assignment, or must I leave them behind under some circumstances?

If I have to leave my dependents behind, will CIA compensate me for having to run two households?

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